



NEWSLETTER

October 2017 ISSUE

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President's Address

Hello NUHRA Members,

I'd like to welcome everyone back to our monthly luncheons, as we had a break in August and September due to the annual Golf Tournament and Crossroads Conference. Thank you to all who participated in those events this year. They both went really well!

We'll be heading back to the Davis Hospital & Medical Center on October 19 for a presentation by Mark Tolman on the "Top 10 Ways for a Supervisor to get in Trouble".

Our October luncheon will be sponsored by the WSU SHRM Student Chapter, so we can expect to meet, greet, and network with them on that day. We're excited to host them and get to know our local up and coming HR Professionals! We'll also welcome the new Student Chapter President, Shane Speck, who is currently a Junior but has previous HR experience and is excited to be part of our efforts to engage with the students and bridge the gap between their schooling and the professional world.

We hope to see you all there!

Sincerely,
Alison Evans – President

2017 Board Members

- President | Alison Evans
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- Golf Committee Chair | Shawn Choate
- Past President | Veronica Akers

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT



HR TIP #7

Not everyone is going to like you.

Upcoming Events

October Luncheon

October 19th @11:30 a.m.

Davis Hospital & Medical Center
1600 W Antelope Dr., Layton

Presenter | Mark Tolman – Jones Waldo
“Top 10 Ways for Supervisors to Get in Trouble”

November Luncheon

November 16th @ 11:30 a.m.

Davis Hospital & Medical Center
1600 W Antelope Dr., Layton

Presenter | Timothy Kendell – WorkMed
“The 101 on Drug Testing”

December Luncheon

December 21st @ 11:30 a.m.

Davis Hospital & Medical Center
1600 W Antelope Dr., Layton

Presenter | Curt Howes
“Developing a Strategic Focused Culture & Performance System”



WHY WOMEN DISENGAGE AT WORK

By: Alison Curwen – freelance writer based in Mercersburg, PA

Women—more than men—feel that they can't speak with candor in the workplace, can't be up front about ethical concerns and aren't treated considerately by managers, according to Mercer researchers who spoke during a recent webcast.

Collaboration and a respectful and inclusive environment are the most important workplace attributes that engage and motivate women, the webcast speakers said. Mercer is a global consultancy focusing on talent, health, retirement and investments.

Mercer's webcast was based on the results of a recent 80-question survey of 3,010 U.S. workers and on findings from five years of surveys given to about 1.3 million employees. The researchers were studying what drives engagement and satisfaction in the workplace for men and women.

Sixty-eight percent of women who responded agreed or strongly agreed that they are satisfied with their jobs, compared with 73 percent of men.

Although men and women both reported that the type of work they do is the key attribute that engages them, Mercer found they differed on other motivating factors.

Why Women Disengage cont.

FACTORS THAT HURT FEMALE ENGAGEMENT

Forty-one percent of women said they believe that pay at their workplaces is fair and transparent, compared with 51 percent of men. While matching pay to performance keeps men and women satisfied at work, the absence of fair pay is especially discouraging to women, said webcast speaker and Mercer Sirota principal Pete Foley in a phone interview. Mercer Sirota provides employee engagement solutions.

The perception of unfair pay practices "really is a barrier for women in the workplace that negatively impacts engagement," Foley said. "According to the latest research, men are more focused on long-term career goals, having the workplace train top talent and having confidence that the organization as a whole" is moving in a good direction.

Less than half of women (48 percent) said their company does a good job of developing people and retaining top talent, compared with more than half (57 percent) of men.

Sixty-six percent of women said their organizations treat them fairly, compared with 70 percent of men. Women are most motivated when they feel they are treated fairly and with dignity and respect, the webcast speakers said.

CANDOR AND ETHICS

The survey also found significant gaps between how men and women experience their workplaces, the speakers said: Women are more concerned than men about the consequences of being candid at work. One out of 3 women—33 percent—don't feel that they can express their views or ideas without fear of repercussions, compared with 29 percent of men. Since the results were based in part on Mercer Sirota's ongoing survey of about 1.3

million employees worldwide, even a 4-percentage-point difference is something to pay attention to, said Megan Connolly, webcast speaker and senior consultant at Mercer Sirota, in a phone interview.

When employees fear speaking up, leaders may miss out on new ideas or workplace concerns, the speakers said during the webcast. In addition, they said workers who feel they can't be candid are less likely to feel positive about their career advancement and development opportunities.

Women feel less likely than men that their concerns will be heard. Sixty-six percent of women believe that employees can get a fair hearing for their complaints, compared with 70 percent of men. When employees feel that their complaints are ignored, productivity and morale decline, the speakers said. If workers don't feel heard and understood, it can be hard for them to commit the extra effort that employers are looking for in engaged employees.

Women are less comfortable than men speaking out about ethical concerns. More than 1 in 4 female employees—26 percent—said they don't believe they can report an ethical concern without retaliation, compared with 21 percent of men. When employees feel discouraged from speaking up about unethical business practices, problem-solving and innovation are stifled, employees may distrust their colleagues and superiors, and the company's reputation and image suffer in the long run, the speakers said.

Women are less likely to believe managers think about their workers when planning. Fifty-one percent of female employees said they believe that

Why Women Disengage cont.

managers consider the impact of their actions on staff before making decisions, while 56 percent of male employees believe the same. Employees who believe managers are inconsiderate toward staff are likely to disengage at work and more likely to

leave a company than those who feel their managers are considerate, the speakers said.

"A common theme in each of these differences is perceived fairness. We know that fairness is a crucial factor when it comes to building engagement," Connolly said.

"This research clearly suggests that companies that measure these gaps and focus efforts on closing them can not only improve engagement but help women thrive in the workplace," Foley said.

WHAT CAN LEADERS DO?

Carole Jackson, principal at Mercer, said organizations can close these gaps by using the information leaders receive when they ask and answer these questions:

--For women and men: "What do you think drives engagement and overall satisfaction in our organization?"

--For yourself: "Do we have a robust pay equity process in place?" If not, start taking steps to make pay more fair.

--For yourself: "Have we defined and communicated how women and men can further their careers?" If not, show them—concretely—what they need to do to be promoted.

HR HUMOR

I hope nobody complains to

HR.. because I am

inappropriately

handsome today!!



someecards
user card

Human Resources calls me so much
I'm fairly certain we're
dating.



your
someecards.com

It's all fun and games until someone
calls HR.



someecards
user card

Nobel Prize Winner Lauded for Helping More Save for Retirement

By: Aliah D Wright

American economist Richard Thaler won the Nobel Memorial Prize in Economic Sciences partially for nudging employers toward automatically enrolling their employees in retirement savings plans.

In announcing the prize in Stockholm on Monday, the Nobel committee said it was honoring Thaler for groundbreaking work in establishing that people are predictably irrational and they consistently act against their own best economic interests.

That includes not saving for their future.

In his book, *Nudge: Improving Decisions about Health, Wealth and Happiness* (Penguin, 2009), written with Cass Sunstein, Thaler theorized that employers can gently prod their employees to plan for retirement by automatically enrolling them in 401(k) plans rather than waiting for them to sign up on their own. Thaler reportedly inspired Congress to overhaul the nation's 401(k) system—a change that helped millions of Americans plan for retirement.

Researchers estimate that in the last decade Thaler, who had a cameo in the film *The Big Short*, has helped people save \$29.6 billion toward their retirement.

"In order to do good economics, you have to keep in mind that people are human," Thaler said at a news conference after the prize was announced. And they don't always do what's best.

Asked how he intends to spend the \$1.1 million prize, Thaler said "This is quite a funny question. I will try to spend it as irrationally as possible."

A GENTLE NUDGE TOWARD SAVINGS

Thaler is credited with the idea that employers should automatically sign their employees up for retirement savings accounts, rather than wait for them to fill out 401(k) paperwork. They can always opt out of the plans.

According to the Society for Human Resource Management's 2017 Employee Benefits report, "most organizations offer retirement plans to help employees save and plan for their financial future."

Defined benefit contribution plans are "the most common, with 90 percent offering a traditional 401(k) or similar plan and 55 percent offering a Roth 401(k) or similar plan."

As SHRM research reveals:

Automatic enrollment into a defined contribution retirement savings plan for new employees increased to 40 percent this year, up from 38 percent last year.

Annual automatic enrollment for current employees not participating in the plan rose to 24 percent, up from 21 percent last year.

Annual automatic escalation of salary deferral amounts for defined contributions plans remained at 19 percent this year, unchanged from 2016 and up from 18 percent in 2015.

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Nobel Prize Winner cont.

Thaler and other behavioral economists point out that employees are their own worst enemies when it comes to saving for their retirement.

Without help saving money, Thaler argued, employees would never retire. "Probably [behavioral economics'] biggest impact is changing the way retirement plans are run," Thaler said in a speech at the CFA Institute annual conference in May. The Charlottesville, Va.-based institute is a global association of investment professionals.

AUTOMATIC ENROLLMENT IN 401K RISES

While Thaler popularized the notion of automatic enrollment with the book *Nudge*, it wasn't until he collaborated with Shlomo Benartzi, a behavioral economist at the University of California at Los Angeles, that he realized auto-escalation could help people save significantly more for their future.

The objective of auto-escalation is to regularly increase the amount of money people are putting aside each year. For example, employees may think it is impossible to allocate 15 percent of their salaries annually for retirement—something experts say is a suitable target for many middle- and upper-income employees. Auto-escalation tackles this by encouraging employees to increase their contributions to 401(k) plans by a percentage point each year. Most employers now make auto-escalation an optional feature of their retirement plans, according to the PSCA.



Richard Thaler with his Nobel Prize

Experts have long encouraged HR professionals to assist their employees with financial wellness checkups.

Nancy Cannon, manager of workplace solutions at Mutual of Omaha Insurance Co., a financial benefit provider, said "Education is the backbone to any financial wellness program. [Organizations should] assure employees that they are in a safe environment where they can learn and feel comfortable asking questions and seeking more information" about their financial future.